

NARRATIVE RESPONSES FOR TRIBAL GAMING ESTABLISHMENTS

2d. Thinking back over the last five years, have the requirements for background checks changed? Have they become more extensive, less extensive or stayed about the same? Are there other changes over the years? Please describe.

- 01 Stayed the same
- 02 Facility regulations more stringent
- 03 Don't know
- 06 Stayed the same
- 07 Became more extensive, regulators stricter and more detailed
- 11 Become more extensive
- 14 Federal and Tribal have stayed the same, but State requirements have become more stringent
- 15 Become more extensive
- 15 Minor changes, but Tribal laws are already strict
- 16 Stayed the same
- 17 Simpler
- 20 Become more extensive
- 20 Seen an increase in investigations of applicant's financial dealings
- 20 Have to check more locations/cities due to increased mobility in today's society. Are seeing that applicants have held many more positions in the past, therefore requiring more checks.
- 25 Discretion limited to ten years
- 26 Stayed the same
- 27 Now a need to ascertain consumer credit history
- 28 Stayed the same
- 29 Stayed the same
- 32 Stayed the same
- 40 Simpler
- 47 Become more extensive
- 48 Become more extensive
- 49 Become more extensive through new tribal regs
- 51 Become more extensive
- 54 Became more extensive, consistently strict
- 55 Stayed the same
- 57 Become less extensive
- 59 Become more extensive, just started DMV checks 2 years ago
- 62 As we do more, we get better and more thorough
- 64 Stayed the same
- 77 Became more extensive
- 78 Became more extensive
- 79 Stayed about same
- 79 Stayed about the same
- 79 Stayed the same

80 Done in-house
 82 Stayed the same
 84 Stayed the same
 85 Stayed the same
 87 Become more extensive
 93 Become more extensive
 94 Stayed the same
 95 Stayed the same
 99 Became more extensive, stricter self-imposed rules
 100 Stayed the same
 102 Has not noticed a change
 104 Become more extensive, more thorough now than when just had Bingo, have only had other games for about two years
 104 Become more extensive, when first started only backgrounded key and management employees. Now they background everyone.
 104 Stayed about the same
 106 Always busy
 106 More forms
 107 More financial investigations
 107 More fluid society, people moving a lot, change jobs more, so checking more locations
 108 Become More extensive
 108 Improvements in technology and availability of information
 108 Risen in quality
 109 Stayed the same
 110 Become more extensive because handling more cash, so more regulations
 111 Become more extensive
 111 Less accepting of improprieties in peoples' pasts.
 117 Stayed the same
 118 Stayed the same
 121 Only in last few months
 122 Become more extensive
 123 Stayed the same
 124 Became more extensive
 125 Became more extensive
 129 Become more extensive, some changes in federal law, but didn't really affect tribe because they were already stringent regulations.
 129 Become more extensive, system better: more employees and more efficient.
 129 Become more extensive, system better: more employees and more efficient.
 129 Stayed the same
 129 Stayed the same
 132 Become more extensive, became a requirement within the last 3-4 years
 133 Stayed the same
 134 Stayed the same
 136 Became more extensive, NIGC more often
 138 Become more extensive since passage of Prop. 5.

3d. In the past five years have fingerprinting requirements changed? If so, how?

01 No
02 Tribal governments requirements increased—all employees
03 Don't know
06 No
07 No
09 No, getting less rejections, but basically the same
10 Yes, up in cost only
11 No
13 Yes
14 State requirements have changed because of implementation of State compact within last five years
15 No
16 No
17 No, but wish for electronic.
20 No
25 No
26 No
27 No
28 Processing is faster, 6 week turnaround
29 No
32 No
33 Same
36 Yes, implemented 100%
40 No
47 No
48 No
49 No
51 More extensive, all employees checked
54 No
56 No
57 Yes, now have arrest notification
58 No
59 Yes, implemented 100%
62 No
64 No
77 No, but in house drug enforcer now
78 Don't know
78 No
79 No
81 No
82 Stayed the same
84 No
85 No

87 Don't know
 93 No
 94 Guidelines of the FBI have changed
 94 Technology has advanced
 95 No
 99 No
 100 No
 103 No
 104 No
 105 No
 106 No
 107 Response time slow
 108 No
 109 No
 110 No
 111 No
 117 More frequent
 118 Tribal government requirements increased
 121 Only in last few months
 122 No
 123 No
 124 Don't know
 125 Yes, two sets of fingerprints required by state
 127 No
 129 No
 130 No
 132 No
 133 Fingerprints come back faster
 133 Forms from FBI
 134 No
 136 Don't know
 138 No

4g. Has anything about these checks (on gaming equipment) changed over the last five years?

01 No
 02 No
 03 No, just different manufacturers
 06 No response
 07 Very consistent
 09 No, its always been this stringent
 10 Don't Know
 11 No
 13 No
 14 Not applicable

15 Become more detailed
 15 More frequent due to new machines
 16 More technology
 17 Improved, added more to the list
 20 No
 25 Yes, new internal computer systems
 26 No
 27 No
 28 No response
 29 No response
 32 No
 33 Same
 36 Less comfort with tribal self-regulation
 40 Yes, have improved and added more to the check list
 47 No response
 48 More standardized, formal accounting practices
 49 More extensive, better chance of malfunction because of more players
 51 More frequent by tribe and NIGC
 54 Same
 55 Pretty much the same, but the tribe has intensified its own efforts.
 56 More stringent
 57 More frequent, more technical
 58 No
 59 Less comfort with tribal self-regulation
 62 Tougher
 64 Notice additional checks each year.
 77 No
 78 No
 79 More stringent
 81 No
 82 Yes in that now they have a compact and didn't 5 years ago.
 84 Equipment is new and better, more modern
 85 Because of increased knowledge; we know what to look for
 85 Increased internal controls led to state's confidence of internal controls, decreased their oversight. For example, the first audit was seven officers for one week; the most recent audit was three officers for two days.
 87 No
 93 No
 94 No
 95 Don't know
 99 Compliance officers check instead of slot technicians
 100 No
 103 Same
 104 Yes, stricter to make sure internal controls being adhered to.
 105 Copitron has come in
 106 Increased presence

106 Upgrade in software
 107 Equipment newer and better, because more modern
 108 Become more detailed
 109 No
 110 No
 111 Changed with equipment.
 117 Same checks
 118 The frequency is the same, but technology has improved the testing
 121 No
 122 No
 123 No response
 124 Become easier because of technology, but more escalated use
 125 Testing more frequently to prevent malfunctions and compact violations
 127 Costs have increased (costs go up with everything else)
 129 Same
 130 No
 132 No
 133 Improved
 134 No response
 136 Same
 138 No

5c. What kind of training is required? (Are you required to provide any special training to your employees?)

01 Machine testing
 02 Train police and investigators
 03 Title 31
 06 Dealers
 06 Security
 06 Surveillance
 07 Equipment training for some positions
 07 Investigatory, identify cheaters
 09 CASINO: have to receive training to achieve certain level of internal control
 09 REGULATORS: send to Atlantic Coast College in Atlantic City (\$1100 per person/ 30 persons)
 09 State is developing gaming academy
 09 Training academy and Gaming Laboratories International
 10 Not applicable
 11 Dealers
 11 Floor personnel
 11 Gaming devices
 11 Machines
 13 Not applicable
 14 Compliance training for Federal Money Reporting Act
 14 Game/department specific training

15 Before begin work, go through HR training
 15 Dealers
 15 Department specific training
 15 Each type of employee receives different training
 15 Slot technicians train at local community college or at places recommended by gaming technicians
 15 Some employees are certified by state
 15 Various, depends on department. HR, customer service, etc. Title 31 on a regular basis (every six months)
 16 Department/game specific training
 16 Problem gambling and addiction training
 16 Surveillance and security
 17 Not applicable
 20 General management and orientation training
 20 Safety training
 20 Game specific training
 25 Off site training for enforcement and investigation
 25 Training of state troopers
 26 Certificate of completion
 26 Establish training department
 26 Gaming school curriculum
 27 No response
 28 Dependent on department
 28 Extensive in finance issues
 28 Title 31
 29 Dealers
 29 Security
 29 Surveillance
 32 Not applicable
 33 Not applicable
 36 Not applicable
 40 Not applicable
 47 New hire orientation for certification
 48 Attending machines
 48 Floor workers
 48 Gaming dealers
 48 Gaming equipment
 49 Management company requires training
 51 Not required, but is tribal policy
 54 None but it is tribal policy
 55 Lasts about 3 weeks.
 55 Orientation, IGRA training, Compact training, machine layout, operations and communications training
 56 Not applicable
 57 Not applicable
 58 Not applicable

59 Not applicable
 62 Various, depends on department
 62 HR, customer service, Title 31
 64 Department specific
 64 Depends on department, dealer has dealer training
 77 Orientation
 77 Training for title 31
 78 GLI outside training for slots
 79 New machines – course for technicians on how to repair, etc.
 79 Not applicable
 81 Dealer schools, craps training, game dept. specific
 82 Not applicable
 84 Not applicable
 85 OSHA, etc.
 87 Not applicable
 93 Background Investigations
 93 Fingerprinting
 93 Leasing and compact agreements
 93 Licensing and processing
 93 Machine Testing
 93 Monitoring games
 93 Security
 95 Management
 95 Orientation for Indian regulation
 95 TIPS alcohol awareness training
 95 Title 31
 95 To learn compact
 99 Varies by position
 100 Alcohol counseling service
 100 Depends on department
 100 Title 31
 103 Take public relations class and health classes
 104 Not applicable
 105 Not applicable
 106 Floor training
 106 Minimum 30 hours for dealers
 106 Pit training
 107 Game specific: dealers have own training school
 107 Safety, managerial, communications training, orientation, firearms qualifications
 for security, CPR training and other first aid
 108 Regulation compliance training to all, company policies, etc.
 109 Depends on department
 110 Depends on department
 111 All levels. Cage personnel, bills and audits.
 111 Job specific
 111 MICS requirements

111 Title 31
 117 Not applicable
 118 Department specific (depends on games)
 118 No response
 121 No response
 122 Equipment
 122 Gaming equipment
 122 Machines
 123 Dealers
 123 Security
 123 Surveillance
 124 Responsible gaming meetings
 124 Safety training
 124 Title 31
 125 Not required but is tribal policy
 127 Regulators also train them
 127 Training covers all aspects of gaming. Each department has different requirements
 129 Not applicable
 130 Not applicable
 132 Security department
 133 Constant training, large turnover
 133 Internal controls, report writing, cashiers, slots
 134 Not applicable
 136 Depends on department
 138 Not applicable

5d. Have the training requirements changed over the last five years?

01 More federal regulators
 01 More frequent testing
 02 Yes 40 hours of training annually for each inspector
 03 Don't know
 06 No response
 07 In house
 09 Yes, early on, they were hiring people with no experience, so there had to be a great deal of training effort. Now people have more training and there are more internal promotions, therefore there is less training needed.
 10 Not applicable
 11 Not really
 13 Not applicable
 14 No
 15 Because of technology, training changes with it
 15 Update training with new requirements
 16 Have to keep up with technology
 17 Not applicable

20 Yes, because of changes in technology, games are changing, and consequently,
 training must change to keep up with changes in games
 25 Yes
 26 No
 27 No response
 28 Title 31 applied to tribes
 29 No response
 32 Not applicable
 33 Not applicable
 36 Not applicable
 40 Not applicable
 47 Yes, updated to meet standards of changes in laws
 48 Not much
 49 No
 51 No response
 54 No response
 55 More extensive
 56 Not applicable
 57 Not applicable
 58 Not applicable
 59 Not applicable
 62 Because of technology, training changes with it
 64 New laws and situations so must adjust accordingly
 77 No response
 78 Increased
 79 Not applicable
 81 Yes, the requirements for games have changed
 82 Not applicable
 84 Not applicable
 85 Title 31 in 8/96
 85 Yes, due to increased knowledge
 87 Not applicable
 93 More stringent
 95 Title 31 expanded
 99 No response
 100 Yes, with implementation of Title 31
 103 Yes, more extensive, more customer service, more human resources, and workers
 rights training
 104 Not applicable
 105 Not applicable
 106 No
 107 Yes, games are changing (technology and features) so have to keep up to date;
 bingo computerized now
 108 More stringent, especially regarding blackjack
 109 No
 110 No response

111 Stricter. New MICS have made training more stringent.
 117 Not required
 118 No
 118 No response
 120 See 17
 121 No response
 122 Not a lot
 123 No response
 124 No
 125 No response
 127 Yes, Federal government requirements have increased because of introduction of MICS
 129 Not applicable
 130 Not applicable
 132 Updated information/technology
 133 More training, just with growing.
 134 Not applicable
 136 Same
 138 Not applicable

5g. Please elaborate on your training policies.

01 No
 02 Conducting evaluations
 02 Investigation
 03 No response
 06 Security training in house
 07 Las Vegas casino training
 10 Not applicable
 11 Do both on and off premises
 13 Blackjack training
 13 In house training
 13 Trained on-the-job
 13 Upon hire and sometimes annual
 14 Not applicable
 15 Not applicable
 16 Not applicable
 17 Orientation on gaming ordinances, NIGC
 17 Overview of internal controls
 17 Training done by casino training department and the personnel department
 17 Undergo upon hire
 20 Not applicable
 25 Travel to Vegas for training
 26 No response
 27 No response
 28 When hired, retraining every six months

29 In house training for security
 31 Not applicable
 32 Cage, security, floor training; job specific training
 32 Casino provides training
 32 Has changed over past five years, they have cut down on training
 32 Training is done when needed
 33 Not applicable
 40 Orientation, internal control
 47 No response
 48 Off site and in house
 49 Ongoing
 51 Regulatory and criminal procedure investigation
 54 Security
 54 Surveillance
 55 Not applicable
 56 Classes for different gaming and on the job training.
 56 Technical training
 56 Training has become more stringent
 56 Training is ongoing and done by outside and inside trainers
 57 Some onsite and some offsite training
 57 State provides compact training
 57 Technical and machine specific training
 58 Dealer training, depends on position
 58 Usually outside trainer hired
 59 Training is ongoing
 62 Not applicable
 64 Not applicable
 77 At hire
 77 Orientation
 77 Security
 77 Sexual harassment
 77 Slots and machine training
 77 Title 31
 77 Upon promotion
 78 External, off premises
 79 Department managers, etc., offsite and onsite training for customer service, computer service training, management skills, technical training on new equipment.
 79 Not applicable
 81 Not applicable
 82 Depends on position. Banking courses taught by Human Resources dept.
 82 Not applicable
 82 Orientation-6hours
 82 Training is ongoing
 84 Slots technical training, how equipment works and repair and how to spot problems

85 Not applicable
 87 Must know everything about job, regulations, code of ethics
 87 Training by training coordinator and departments
 87 Training is done at hire and then as often as can be offered after that
 93 No response
 94 Not applicable
 95 No response?
 99 Conducted by in-house training dept.
 100 Not applicable
 104 Not applicable
 105 On-the-job training, with each hire, done by supervisor or manager, Title 31 training
 105 Title 31 training, operational, customer service on the job, security training, EMT, training, ongoing and annual
 106 Not applicable
 107 Not applicable
 108 Not applicable
 109 Not applicable
 110 Not applicable
 117 General casino training
 118 Auditing
 118 External training
 118 Machines
 118 Table games
 121 No response
 122 Both in house and off site
 123 Security training in house
 124 Periodic and internal
 125 In house training for some categories of employees
 125 Send to training academies off premises
 129 Depends on position. Banking courses taught by Human Resources dept.
 129 Ongoing, different types for different types of employees
 132 Not applicable
 133 Not applicable
 134 Depends on department
 134 Training is done in-house, or by outsourcing
 134 Training is on going
 136 Not applicable
 138 Technicians: verbal and hands-on training.

7e. How have your reporting requirements (for gaming receipts) changed over the past five years?

01 No
 02 Not applicable
 03 No

06 Don't think so
 07 Have not changed
 09 Don't Know
 10 Have not
 11 No
 13 No
 14 Now have to report to state because of implementation of compact
 15 Several years ago, more information was required
 16 No
 17 They haven't
 20 Yes, as new games and machines are added to what is offered
 25 Yes, NIGC mandated changes
 26 NIGC imposed requirements in 1995
 27 No
 28 No response
 29 Don't think so
 32 Will be a change because NIGC has instituted new regulations requiring auditor to
 be more responsible in making sure casino is compliant (MICS)
 33 More extensive, because there are more requirements
 36 No
 40 No
 47 They haven't
 48 No
 51 No
 54 Same
 55 No
 56 More stringent
 57 Yes
 58 NIGC changed from accepting agency wide audit to want casino only
 59 No
 62 Added requirements, more detailed
 64 Have not changed
 77 No response
 78 No
 79 Now have to perform double audit (one from inside and one from outside auditor)
 81 Yes, changes quarterly, give more money to NIGC
 82 State requires slightly different format that is more difficult
 84 Don't know
 85 Have not changed
 87 Have not changed
 93 They haven't
 95 Don't know
 99 No response
 100 No response
 103 More extensive breakdown on departments
 104 No

105 No
 106 Have not changed
 107 Added new games, features, so reporting methods have changed with it
 108 Not at all
 109 Have not changed
 110 Not required to report to NIGC until last year, prior to that just sent audit
 110 State requirements changed from yearly to weekly
 111 Have not changed
 117 Don't know
 118 They haven't
 118 They haven't
 121 Yes, more detail
 122 No
 123 Don't think so
 124 No new requirements
 125 slightly, suspicious activity reports
 125 they haven't
 127 No
 129 Don't Know
 130 Different formats, add graphs, etc.
 132 Decreased slightly, forms have not changed
 133 No
 134 Evolved. Foresee a problem, will add a requirement.
 136 Same
 138 No

8c. What changes, over the past five years, have you seen in record keeping requirements?

01 None
 02 None
 03 No big deal
 06 No response
 07 No response
 09 MICS from Feb. 4 forward. Implemented higher standards...but hasn't changed operation too much because their standards were that high before.
 10 Not applicable
 11 None
 13 More requirements
 14 No
 15 No
 16 Have become more efficient by cutting down on paperwork and still maintaining integrity of operation
 17 Give a separate license to bingo facilities within a casino
 17 Renewed compact, had to provide more information
 20 Record keeping has changed to keep up with technology

25	Same
26	No
27	None
28	Increased level of compliance
29	No response
32	Not applicable
33	No
36	No
40	Separate licenses for bingo facilities
40	Renewal of compact
47	More conservative and stringent on keeping better records
48	None
51	More stringent
54	State access to slots audits
55	None
56	Not applicable
57	IRS raised minimum cash transaction
58	Bureaucratic changes hard to keep up with
59	No
62	No response
64	None
77	None
78	No response
79	Not applicable
81	None
82	No
84	None
85	Increased-Title 31
87	MICS, passed by NIGC, but own controls far exceed it
93	Same
95	Don't know
99	Title 31
100	No response
103	No
104	No
105	More stringent but tribe still ahead
106	No response
107	Just because of technology changes, growth, increased layers of regulation require more detailed record keeping
108	More stringent, detailed audits
109	None
110	Level of detail required by state on slot reporting
110	Reporting to NIGC, quarterly fees new this year. Method of reporting doesn't work; Bingo reporting applied to blackjack and slots
110	Survey required by Senate
110	Title 31

111 None
 117 Printing annually
 118 Better tracking
 118 Expansion of areas of reporting requirements
 118 More extensive as technology allows
 118 None
 118 Tribal governments imposing stricter regs than feds
 121 No
 122 None
 123 No response
 124 No response
 125 None
 125 Tribal government increased security requirements involving documents
 127 More stringent, so there is f accountability. Makes for better business
 129 No
 130 No
 132 MICS, made things more complicated, more info requested, more detailed
 133 No response
 134 Computerized slots, central computer connected to all slot machines.
 136 None
 138 Different changes to comply with NIGC.

11. Are there other important areas of regulation that we have not asked about?

01 No
 02 Presence of state police
 03 No, but it is our policy to do so
 06 No
 07 No
 09 Background checks on vendors who more than \$48,000 worth of business with a tribe in 1 year
 10 No
 11 too much burden on the outlet
 13 No
 14 No
 15 No
 16 Monitor all games on video
 16 Online machine to get money information from Casino
 17 No
 20 Non-gaming regulations that affect gaming
 25 No
 26 Number of employees required insuring integrity of games
 27 MICS
 27 Taxes
 27 Vendors
 28 Ensure honest people

28	Allow assets go back to tribes
29	No
32	No
33	No
36	No
40	No
47	No
51	Jurisdiction authority issues of tribal police
54	No
55	No
56	No
57	Background checks, underage gaming
58	No
59	No
62	No
64	No
77	No
78	No
79	No
81	No
82	No
84	No
85	No
87	All other normal business regulations
87	Building codes
87	Environmental codes
93	Multi-tiered regs
93	NV and NJ less regulated
93	Uniformity of regs in states
94	Liquor control onsite
94	Police
94	Regulatory burden
95	No response
99	No response
100	No
103	No
104	MICS
105	No
106	No
107	Regulate all activities including food and beverage and marketing
108	No
109	No
110	No
111	No
117	No
118	Compliance Investigations

118	Crimes Occurring at operation
118	Patron Disputes
118	State inspections
121	No
122	Perception of regulation
123	No
124	No
125	No
125	No
127	No
129	No
130	No
132	No
133	No
134	No
136	No
138	No

13b. What social service activities are you required to perform? Who requires you to do this?

01	No response
02	Tribal govt. requires gamblers anonymous, seed money for businesses
03	No response
06	Not applicable
07	required 1% to Gamblers Anonymous
09	Not applicable
10	Not applicable
11	None
13	Not applicable
14	Not applicable
15	Signs with Gamblers Anonymous information
16	Not applicable
17	Not applicable
20	Contributions to responsible gaming organizations
25	IGRA requires tribal welfare, scholarships, housing
26	Day care
26	Elder care
26	Housing
26	IGRA
26	Medical services
26	Scholarships
27	No response
28	No response
29	Not applicable
32	Not applicable

33	Not applicable
36	Not applicable
40	Not applicable
47	Hotlines in restrooms
48	None
51	Education for employees (tribal and non-tribal)
51	Gamblers anonymous
54	Percentage of revenue as required by compact
55	Not applicable
56	Not applicable
57	Not applicable
58	Not applicable
59	Not applicable
62	Not applicable
64	Not applicable
77	Not required but is tribal policy
78	Not required but is tribal policy
79	Not applicable
81	Don't know
82	Not applicable
84	Gambler's Anonymous, 1/4 of 1% of gross net goes to program
85	Not applicable
87	Not applicable
93	Not applicable
95	Family social service program
95	Health service program
99	Not applicable
100	Not applicable
103	Not applicable
104	IGRA – federal social programs
105	Not applicable
106	Not applicable
107	State compact requires establishment contribute a percentage to gamblers anonymous group
108	Not applicable
109	Not applicable
110	Not applicable
111	Not applicable
117	Not applicable
118	No response
118	Not applicable
121	No
122	None
123	Not applicable
124	Not requirements but is tribal policy
125	Not applicable

125 Not required, but is tribal policy
 127 Not applicable
 129 Not applicable
 130 Not applicable
 132 Not applicable
 133 Not applicable
 134 Not applicable
 136 Gambler's Anonymous contributions
 138 Not applicable

13c,d. Have these requirements changed over the last five years? If yes, explain.

01 Not applicable
 02 Don't know
 03 No response
 06 Not applicable
 07 No
 09 Not applicable
 10 Not applicable
 13 Not applicable
 14 Not applicable
 15 No
 16 Not applicable
 17 Not applicable
 20 Yes, there was no state requirement five years ago
 25 No response
 26 No
 27 Not applicable
 28 No response
 29 Not applicable
 32 Not applicable
 33 Not applicable
 36 Not applicable
 40 Not applicable
 47 Not applicable
 48 Not applicable
 51 No response
 54 No response
 55 Not applicable
 56 Not applicable
 57 Not applicable
 58 Not applicable
 59 Not applicable
 62 Not applicable
 64 Not applicable
 77 No response

78	Not required
79	Not applicable
81	Yes, have been revised
82	Not applicable
84	Very new, 8/97 effective
85	Not applicable
87	Not applicable
93	Not applicable
95	Don't think so
99	Not applicable
100	Not applicable
103	Not applicable
104	No
105	Not applicable
106	Not applicable
107	Did not have state requirement prior to 1997 because there was no compact.
108	Not applicable
109	Not applicable
110	Not applicable
111	Not applicable
117	Not applicable
118	Not applicable
118	Not applicable
121	No
122	Not applicable
123	Not applicable
124	Not applicable
125	Not applicable
125	Not required
127	Not applicable
129	Not applicable
130	Not applicable
132	Not applicable
133	Not applicable
134	Not applicable
136	No
138	Not applicable

13e. Are there other social service activities that you support?

01	Yes
02	Yes
03	No response
06	Yes
07	No response
09	Not applicable

10	Not applicable
11	Yes
13	Not applicable
14	Not applicable
15	No
16	Not applicable
17	Not applicable
20	No
25	Yes
26	No response
27	No response
28	No response
29	Yes
32	Not applicable
33	Not applicable
36	Not applicable
40	Not applicable
47	No
48	Yes
51	No response
54	No response
55	Not applicable
56	Not applicable
57	Casino – tribal management program
57	College funding, job corps
58	Not applicable
59	Not applicable
62	Not applicable
64	Not applicable
77	No response
78	No response
79	Not applicable
81	No
82	Not applicable
84	No response
85	Not applicable
87	Not applicable
93	No
95	Yes
99	No response
100	Not applicable
103	Not applicable
104	Not applicable
105	Not applicable
106	Not applicable
107	No

108	Not applicable
109	Not applicable
110	Not applicable
111	Not applicable
117	No
118	Not applicable
118	Yes
121	No
122	Yes
123	Yes
124	Yes
125	No response
125	Not applicable
127	Not applicable
129	Not applicable
130	Not applicable
132	Not applicable
133	Not applicable
134	Not applicable
136	No
138	Not applicable

13f. Please describe these activities. (Yes, required to do so)

09	Not applicable
10	Not applicable
13	Not applicable
14	Not applicable
15	Not applicable
16	Not applicable
17	Not applicable
20	Not applicable
25	Health insurance benefits
32	Not applicable
33	Not applicable
36	Not applicable
40	Not applicable
55	Not applicable
56	Not applicable
58	Not applicable
59	Not applicable
62	Not applicable
64	Not applicable
79	Not applicable
81	Casino – tribal management program
81	College funding, job corps

81	No
82	Not applicable
84	Not applicable
85	Not applicable
87	Not applicable
94	Not applicable
100	Not applicable
103	Not applicable
104	Not applicable
105	Not applicable
106	Not applicable
107	Not applicable
108	Not applicable
109	Not applicable
110	Not applicable
111	Not applicable
127	Not applicable
129	Not applicable
130	Not applicable
132	Not applicable
133	Not applicable
134	Not applicable
136	Not applicable
138	Not applicable

13g. Please describe your activities. (No but it is our policy to do so)

01	Clothing for community
01	Computer training
01	Education subsidies
01	Health packages
01	Meal provisions for community
02	\$850 a month to each tribal member
02	College scholarships
02	Credit union
02	Hardship provisions
02	Health insurance benefits to tribe
02	Medical Assistance
02	Tribal social services dept.
03	hotline for employees witnessing fraud or theft
06	compulsive gambler program
06	gamblers anonymous
06	gambling hotline
07	No response
09	State Council on Compulsive Gambling – make contributions to
09	Tribal Commission bars patrons at their own request

10 Not applicable
 11 provide medical and education support
 13 Don't Know
 14 Not applicable
 15 Not applicable
 16 State Council on Problem Gambling – fund hotline and provide information
 17 Not applicable
 20 Not applicable
 26 No response
 27 contributions to state compulsive gambling council
 27 provide numbers for Gambler's Anonymous
 28 No response
 29 gambling hotline
 32 Not applicable
 33 Training to recognize heavy gamblers
 36 Social service dept., treatment facility for gambling addiction, assist outside agencies
 40 Not applicable
 47 Hotlines in restrooms
 47 Training for Gamblers Anonymous
 48 College subsidy
 48 Medical subsidy
 51 Dental facility tribal/non-tribal
 51 Tribal medical facility
 54 No response
 55 Brochures for responsible gaming
 55 Self-exclusion for individuals who feel they have a gambling problem
 56 Not applicable
 57 Not applicable
 58 Gamblers anonymous pamphlets
 59 Social service dept., treatment facility for gambling addiction, assist outside agencies
 62 Benefits to tribe
 64 Provide information for Gamblers Anonymous
 77 Gamblers anonymous info and #
 78 Allocate \$2,000 month for compulsive gambling
 79 Employee and patron hotlines
 79 Other policies just have to do with operation, for ex. If someone is on the floor more than 24 hours, they will take that person off the floor.
 79 tried to give money to different groups, but nobody wanted it, says there are no groups like Gamblers Anonymous in state
 81 Not applicable
 82 Not applicable
 84 Not applicable
 85 Not applicable
 87 Referrals and employee assistance place

87 Work with gamblers anonymous
 93 No response
 95 Charitable donations
 95 City, indigenous games
 99 Provide literature on problem gambling
 100 Employee assistance program
 100 Gamblers anonymous brochures
 104 Not applicable
 105 Hotline, problem gaming, check cashing system, match gambler with services
 106 Not applicable
 107 Not applicable
 108 Donate \$ to the state
 108 Employee assistance program to target gambling addiction
 108 Hotline, referral service
 108 Social service within the tribe
 109 Not applicable
 110 '86 program
 110 AA meetings
 110 Employee Assistance Program (EAP) for many mental health problems
 110 Information and fliers posted for gambling problems
 111 Information posted.
 117 No response
 118 Funding for State Compulsive Gambling
 118 Money and information for Gamblers Anonymous
 121 No response
 122 Education and medical underwritten
 123 Compulsive gambling program
 123 Gambling hotline
 124 Casino hotline
 125 Gambling hotline and donation to Gambler's Anonymous
 125 Not applicable
 127 Not applicable
 129 Don't know
 130 Not applicable
 132 Gambler's hotline posted
 133 Not applicable
 134 Donate to local gambler's anonymous and to state
 136 Not applicable
 138 Will have Gambler's Anonymous.

14a. In your opinion, are there regulations which are necessary to the gaming industry? (Please describe them)

01 Machine Integrity T /fed
 02 Criminal record checks
 02 Financial

02 Fingerprinting
 02 Tax
 03 Internal controls
 06 All current regs
 07 Licensing and background checks
 09 Establishment of gaming commission by each tribe – tribe
 09 Quarterly audits – tribe
 10 Yes, money regulations (access to money and money flow) – tribe
 11 Background checks
 13 Proper accounting system, Federal
 14 Accounting and auditing
 15 As a cash control all are needed
 16 Money handling regulations
 17 Background checks on vendors and employees to keep the place clean
 17 Checking equipment, eprongs to insure integrity of the game (tribe).
 20 Yes, all regulations are important
 25 Background Checks
 25 Financial auditing
 25 Financial reporting
 26 Accounting/internal controls
 26 Rules for authorizing games
 26 Surveillance
 27 Background checks
 27 Internal controls
 28 Ones that insure honest people
 29 All, for perceptions sake
 32 Screening of employees – tribe and state
 32 Yearly audits by outside auditors – State and NIGC
 33 Yes
 36 Criminal background checks
 36 Fairness of games
 36 Fiduciary requirements
 40 Checking equipment, background checks
 47 Indians can take care of themselves
 48 Background
 51 No response
 54 All regulation, for the sake of the customer
 55 Onsite inspections – state and NIGC
 56 Yes, protecting integrity of tribe and operation – Tribe, State, and Federal
 57 Background checks – state and tribal
 57 Federal regulations not necessary
 57 Games regulation
 57 Yes, fingerprinting
 58 Background investigations are good, have seen regulations that are helpful,
 finding criminals, getting national info. FBI hard but able to get them because of
 IGRA

58 IGRA casinos provide economic independence to tribe, created jobs
 59 Criminal background checks
 59 Fairness of games
 62 Others to keep integrity (gaming commission)
 62 Underage gaming-minors not allowed
 64 All.
 77 Regulation essential
 78 All are important
 78 Background checks – state and tribe
 78 License renewal or certification
 78 Machine surveillance – tribal and state requirement
 78 Screening of vendors – tribe and state
 79 All are necessary
 81 Yes, all are there to maintain integrity of tribe/casino
 82 Background – NIGC oversight and gaming commission
 82 External audits – NIGC
 84 Industry so new, not over regulated, can't answer
 85 All except Title 31, especially internal controls
 85 Important to keep industry clean
 85 State Police and tribal oversight and NIGC
 87 Background checks
 87 Daily auditing, reporting of funds
 87 Integrity
 87 MICS
 93 Handling of Finances
 95 Financial dealings
 95 Integrity of game
 95 Surveillance
 99 MICS
 100 Its important to hold to compact in order to protect the integrity or property and the guests
 100 Overall functions of casino
 103 Regulation on equipment
 103 Rules of games
 104 Yes, MICS and Background checks
 105 Yes, internal controls, compliance, tracking money, checks and balances, auditing
 106 MICS, through NIGC
 106 Regulations on the facility itself, gaming commission
 106 State compact
 107 Each regulation plays important role
 108 To maintain honesty and integrity of tribe, game and protect public
 108 Tribes should be responsible
 109 Everything that we do, security and personnel (state).
 110 Age restrictions
 110 Criminal background checks imperative.
 110 Limits on slots and blackjack

- 110 MICS-great regulation, standardizes and provides credibility, helps auditors know what to do.
- 110 Regulations in reference to payout percentages on slot machines. Random testing Also, helps with credibility of facility
- 111 NIGC does a good job of keeping organized crime from getting in.
- 117 Background Checks T
- 117 Licensing T
- 117 Machine Integrity T
- 118 Internal controls
- 118 No
- 121 Yes, checks on employees
- 122 Background
- 123 Regulations in place
- 124 Nevada Gaming Controls
- 125 Financial, to be regulated by tribal ordinance
- 125 No comment
- 125 Technical requirements for devices, to be regulated by compact
- 127 Yes, NIGC regulations
- 129 Fiduciary requirements
- 129 Licensing and background
- 130 All regulations are important – must keep games honest
- 130 NIGC MICS – important to keep control of money
- 130 State checks, make sure they are fair
- 132 Background investigations imperative
- 132 MICS very important
- 132 Overall, all are necessary
- 133 Regulations and procedures must be in place for the amount of money flowing, to protect patrons
- 134 All regulations (tribal level of government because they're closest to it).
- 134 Gaming is a privileged industry, must keep out organized grime
- 136 Yes, background checks
- 138 Background checks (NIGC and tribe).

14b. Thinking about these regulations you judge to be necessary for the industry, can you estimate the costs your establishment incurs in complying?

- 01 \$600,000/staff
- 02 1.8 million
- 03 \$500,000
- 06 \$400,000 commission/400,000-600,000 surveillance
- 07 Over one million dollars, largest percentage of time
- 09 1997: \$1.2 mil budget for Gaming Commission
- 09 1998: \$1.4 mil
- 09 On top of fees for state dept. of gaming and NIGC
- 10 Have to hire extra compliance officers for money regulations
- 11 Gaming department

13 Accounting system - \$30,000
 14 Spend \$8 million on taxes and fees
 15 \$100,000 on licensing of employees
 16 \$1 million on surveillance, with 10-15 security employees and 10 surveillance
 employees
 17 \$1 million for compliance division
 17 \$1 million for gaming commission
 17 Total of at least \$3 million
 20 Don't know
 25 \$2, 400,000 (staff, inspectors, office space, audit, surveillance)
 26 \$8 million
 27 6 employees for background check, 13 for inspectors
 28 No response
 29 \$800,000-1,000,000
 32 Licensing - \$180,000/yr in screening costs
 32 Outside yearly audits - \$30,000/yr
 33 Not applicable
 36 Accounting and auditing cost in excess of \$1million
 36 Don't know how to measure
 40 \$1 million on gaming commission, \$1 million on compliance division, Total of \$3
 million+
 47 No response
 48 Cost of gaming department
 54 Over one million per year
 55 Background checks and machine surveillance are a large part of expenses, but
 cannot calculate.
 56 No
 57 Entire division, 5 investigators, 4 staff, \$1 mil plus
 58 \$100-500 per background check
 59 Accounting and auditing cost in excess of \$1million
 62 \$1/2 million
 64 No response
 78 \$250,000 to state + costs
 78 \$50,000 + costs for federal regulation
 78 2 million to tribal gaming commission and surveillance
 78 3 million for regs alone
 78 No response
 79 No
 81 Not applicable
 82 Gaming commission and surveillance department cost \$300,000/yr
 84 Not applicable
 85 \$400,000 for background checks
 85 1/2 million for gaming commission payroll
 85 Total of at least \$1 million
 87 Cost of gaming commission is \$1.3 million
 93 No

95 Hundreds of thousands
 99 Approximately 3 million
 100 Not applicable
 103 Equipment and games compliance, costly, use outside firms, agencies
 104 Background checks: \$225/275 per applicant @ 200 employees (figure includes man-hours of doing checks and cost of checks themselves)
 105 Costs significant amount
 106 No
 107 No response
 108 In excess of \$1 million
 109 Don't know
 110 Criminal background checks: \$40,000-\$50,000/year
 110 Drug tests: \$12,000/year
 110 External auditors: \$12,000/year
 111 Not applicable
 117 No response
 118 Millions of dollars
 118 No response
 121 \$200,000
 122 Staff of gaming department
 123 \$800,000+
 124 Security, personnel and manpower
 125 1 compliance auditor, 12 inspectors
 125 No
 127 No
 129 No
 130 830 employees, 378 compacted employees
 130 Background - \$300 per person
 130 Background: Drugs - \$150 per person
 132 Tremendous cost
 133 Gaming commission has a \$1 million budget.
 134 \$300,000-\$400,000. (Staff of seven internal auditors plus external)
 136 Don't know
 138 \$150.00/background check (32 employees).

15a. In your opinion, are there regulations of the gaming industry which are unnecessary?

01 Federal background checks/duplication of effort
 02 Maintenance of state troopers who are performing same function as tribal investigators
 03 Replace regulators with internal controls
 06 Don't know
 07 Over regulated relative to industry
 09 Tribes resent state taking greater role than compact allows
 10 Yes, licensing – timeframe takes to process is too long. Wouldn't be able to hire

11 some people because a lot of Indians do not have good backgrounds.
 11 Differentiate between class 2 and class 3
 14 Yes
 14 Yes
 15 No
 16 No
 17 No, everything is justified.
 20 Yes, regulations that make no sense
 25 Federal oversight. Have either state or fed, not both
 26 No
 27 Vendors
 28 Title 31
 29 Can't think of any
 32 No
 33 Yes, Tribal regulations
 40 No
 47 Big Brother
 48 Cost maintaining NIGC
 48 Fee structure standardized
 48 Misclassifying class 2 and class 3
 51 No but more responsibility should be given to tribes
 54 No
 55 Reproduction of paperwork
 56 No
 57 Federal regulations
 57 lower level cash transactions
 57 tracking of winnings
 58 Ex: audits get excessive
 58 Tribes trying to become self-regulatory, their own regulations are more stringent.
 59 Additional congressional oversight – at least conditioned upon prior determination
 59 of no self-regulation
 62 No
 64 No
 77 Just one government entity, state OR federal
 78 Redundancy between tribe and state
 79 No
 81 No
 82 No
 82 No
 84 Not now
 85 Title 31, Bank Security Law. The wording is subjective: a record keeping
 violation is punished by five years in prison. (IRS and Dept. of Treasury)
 87 Fees to all levels of government, what they make they want to keep on Tribe
 93 No
 95 No
 99 Not really

100 Yes
 103 No
 104 No
 105 Adjust regulations to the size of the establishment, tiers too wide
 105 Redundancy is unnecessary
 106 None
 107 State of NM, by compact, has regulations that make no sense. For example:
 casino not allowed to give free food or accommodations, places casino at
 disadvantage
 108 Some safeguards on nonsensitive gaming equipment
 109 No
 110 MICS are limiting. For example, slot machines limited to \$5, blackjack limited to
 \$200. Why? Customers want higher amounts.
 110 Two fisted effort in compact, overkill. For example, must keep surveillance
 videotapes for 30 days. Record retention laws. Excess supervision required in
 pits.
 111 Yes, but can't think of any
 117 Issue of class interpretation
 118 No
 118 Sliding scale
 120
 121 No
 122 Make fee structure same
 123 Don't know
 124 No
 125 No
 125 Yes, all of tribal gaming
 127 No
 129 Additional congressional oversight – at least conditioned upon prior determination
 of no self-regulation
 129 No
 132 None specifically, some are extra difficult
 133 No
 134 Gaming related contractors issue. State and NIGC require that vendors to casino
 be licensed by the state. Don't object in general but small firms cannot afford
 licensing process. Limit it by money, contractor who does over \$10,000 must be
 licensed.
 136 No
 138 No, can't over-regulate gaming.

15b. Now thinking about these regulations that you consider unnecessary, can you estimate the costs you establishment incurs in complying?

01 Big enough to notice
 02 \$400,000+
 03 More of an issues due to "headache" than monetary cost

06	No response
07	No response
09	Not applicable
10	No
11	No response
13	No
14	No response
15	Not applicable
16	Not applicable
17	Not applicable
20	Some of those regulations put casino at disadvantage to other establishments and they loose money
25	No response
26	No response
27	Two employees
28	\$150,000
29	No response
32	Not applicable
33	No
36	No
40	Not applicable
47	No response
48	No
51	No response
54	No response
55	Could be cut by ¼ if computerized.
56	Not applicable
57	Not applicable
58	Very expensive
59	No
62	Not applicable
64	Not applicable
77	Don't know
78	Okay as long as it is affordable
79	Not applicable
80	Every cashier, ¾ of a body. Approx. \$13,000
81	Not applicable
82	Not applicable
84	Not applicable
85	\$70,000
87	\$1.3 million for gaming commission budge
93	No response
95	No response
99	No response
100	Not applicable
103	Not applicable

104 Not applicable
 105 No
 106 Not applicable
 107 Disadvantage compared to other non-Indian establishments
 108 Don't know
 109 Not applicable
 110 Salaries for pit supervision: \$50,000-\$60,000
 110 Video equipment: \$10,000-\$15,000
 111 Not applicable
 117 State
 118 No response
 118 Not applicable
 121 No response
 122 No response
 123 No response
 124 No response
 125 No
 125 Not applicable
 127 Not applicable
 129 Not applicable
 130 Not applicable
 132 Not applicable
 133 Not applicable
 134 Don't know
 136 Not applicable
 138 Not applicable

16. Are there any regulations of the gaming industry that you would like to see added?

01 No
 02 Yes require background checks for everyone
 03 Keno and Bingo
 06 No
 07 No
 09 No
 10 No
 11 No
 13 No
 14 No
 15 No
 16 Trust tribes a bit more
 17 Background on vendors and non-gaming vendors, especially getting information on international companies. No access to interpol or NCIC (National center for Information on Crime).
 20 No

25 No
 26 No
 27 No
 28 Creation of autonomous commissions
 28 Gaming commission needs 24 hour on site gaming inspectors
 29 No
 32 No
 33 No
 36 Would like to see it required that NIGC increased its staff for adequate turn
 around time.
 40 Backgrounds on vendors
 47 Native American Desk at White House
 48 No
 51 Authority and responsibility of gaming bestowed to tribal commission itself
 54 Yes, MICS are good
 55 Yes, more opening of different types of games to open up business more, this
 would require more regulations
 56 No
 57 More criminal penalties, level of specificity
 58 No
 59 Would like to see it required that NIGC increased its staff for adequate turn
 around time.
 62 With spread of gaming, research in NV, Colorado, etc. Each jurisdiction takes it
 and makes their own
 64 No
 77 No but MICS are too vague
 78 Stricter minimum internal control standards
 79 No
 81 No
 82 More frequent visits to check businesses, as a whole, more presence
 84 No
 85 NIGC more teeth, it is the best level/agency to give power to.
 87 No
 93 Yes, regulate Bingo
 93 Yes, regulate Card Rooms
 93 Yes, regulate Class II
 95 No
 99 No
 100 No
 103 No
 104 No
 105 No
 106 No
 107 No, Indian gaming is one of the most regulated industries
 108 Not at this time, reviewing MICS
 109 No

110 No. From the property's perspective, we will do everything we need to do in
 order to maintain the integrity. We are trying to make money and do not need the
 government to step in and tell us what makes sense.

111 No

117 No

118 No

118 Yes, would like to see all non-Indian casinos adhere to same laws and regulations
 that Indian casinos do

121 No

122 No

123 No

124 No

125 Better licensing

125 No

125 Refine employee definitions, e.g. "key" and "gaming"¹

127 No

129 No

130 No

132 No

133 No

134 No

136 No

138 People who can't speak English.

**17. Are there any areas of the gaming industry where you think regulatory
 enforcement is excessive? (Please elaborate)**

01 No

02 No

03 Yes, not regulation itself but method of enforcement

06 No problems

07 No

09 Attempt by state to take greater role than necessary

10 The tribe is a state like any other state, they never gave that up.

10 Yes, should be able to regulate themselves because they are a sovereign nation.

11 Compact issues

13 Categories are too broad, there are no defined punishments for MICS

14 No

15 No

16 State and tribes go overboard on background checks, for example stringent
 background checks of non-gaming employees at the establishment

17 No

20 Yes

25 State certification licenses for employees

25 Vendor licensing

26 No

27 No
 28 No if appeals procedures are in place
 29 No
 32 No
 33 No
 36 No
 40 No
 47 Not really
 48 Compact requirements
 49 Yes, suspicious activity requirement
 51 Leave regulation to tribe
 54 No
 55 Yes. Food and beverage are regulated like they are part of gaming. They have nothing to do with the outcome of the machines. There is no need for them to be regulated like they are part of gaming.
 56 No
 56 No
 57 No, just requiring busy work
 58 No
 59 No
 62 No
 64 No comment
 77 No
 78 Not many
 79 No
 79 No
 81 No
 82 No
 84 No
 85 Title 31, IRS
 87 No
 93 No
 95 No
 99 No
 100 Yes, in general
 104 No
 105 IRS, excessive burden, casino doing job or IRS
 106 No
 107 Yes, Indian country
 108 State's oversight, implicating tribe's work
 109 Tribal gaming-more strict than needed
 110 In WI, issues within the gaming compact. Interpretation is ridiculous. Lack of knowledge combined with power is frustrating.
 111 Definitions of games, disallowance of craps, etc. Gambling is gambling.
 111 Holding of land for a certain time before can build a casino on it.
 111 Player pool backed instead of casino backed.

117 No
 118 Issues attached to gaming but not really gaming
 118 No
 121 No
 122 Requirement for compact
 123 No problems
 124 Classification of games not done well
 125 No
 129 No
 130 No
 132 No
 133 No
 134 IRS on money laundering, Title 31. Must track customers over \$10,000 in
 winnings and send all information to the feds. One person (\$35,000) devoted to
 this, plus computer, desk, etc.
 136 No
 138 No

18. Are there areas of regulation where you think enforcement is too lax? Please explain.

01 No
 02 No
 03 Background checks
 06 No
 07 No
 09 No
 10 No
 11 No
 13 No
 14 No
 15 No
 16 No
 17 No
 20 In non-Indian gaming industry
 25 No
 26 No
 27 Vendors
 28 Internal control
 29 No
 32 No
 33 No
 36 In other states, compact negotiations are discriminatory
 40 No
 47 Yes, Cross deputize tribal peace officers. Public safety enforcement power needs
 to be given to tribes.

48 No
 49 No
 51 No, this is case by case
 54 NIGC needs more presence and staff
 55 No
 56 No
 57 Yes, do enforce criminal history background only get statewide check from state
 Bureau of Investigation. Must wait for national check
 58 No
 59 In other states, compact negotiations are discriminatory
 62 Not in this operation, but possibly
 64 No
 77 No
 78 No
 79 No
 81 No
 82 Presence, need increase presence of regulators
 84 No
 85 NIGC
 87 No
 93 Yes, Class II gaming
 95 No
 99 No
 100 No
 103 No
 104 No
 105 No
 106 No
 107 In state, non-Indian gaming
 108 In general, need priorities
 109 No
 110 For two to three years, WI has hounds slots, not looked at tables. But slots have
 security features within the machines, biggest level of concern is the live games.
 Now is the first time in four years WI has looked at live games.
 111 Employment regulations.
 117 Yes, Gaming in Nevada
 117 Yes, Industry gaming
 118 No
 118 Non-Indian gaming
 121 No
 122 No
 123 No
 124 No
 125 Financial, MICS
 127 No
 129 No

- 130 No
- 132 No
- 133 No
- 134 No
- 136 No
- 138 Check employees out, if can't speak English then shouldn't work.

19. Have you noticed any changes in the laws or regulatory practices affecting the gaming industry? (Thinking back over the last several years)

- 01 More national regulations
- 02 Yes, more stringent
- 03 Yes, cost and title 31
- 06 Federal MICS
- 07 Yes, more strict
- 10 Legislatures are getting sneaky
- 11 MICS
- 13 No
- 14 Application of state laws because now have a compact
- 15 No
- 16 Deleting and adding as technology goes
- 17 Groups working against Indian gaming
- 20 No
- 25 Stricter cash reporting
- 26 Yes, greater involvement of feds in Indian gaming
- 27 Seminole decision
- 28 Lots of lawsuits
- 28 Scope of gaming
- 28 Style of gaming
- 29 MICS
- 32 Attempt, federally, because of Nevada's dislike of Indian gaming, to convince senators that Indian gaming is not regulated, and Nevada gaming is over regulated when this is simply not true.
- 32 Respondent thinks this has happened because state needed to figure out a way to spend tribes' money
- 32 State has had to adjust as they have learned more and as Indian gaming has gotten larger, they have had to increase size to regulate
- 32 There has also been a broadened scope of vendors
- 33 More litigation, because of proposition 5
- 36 In other states, compact negotiations are discriminatory
- 40 There are more and more groups that are working against Indian gaming
- 47 No
- 48 MICS
- 49 None
- 51 Regulations have extended to more types of gaming
- 51 Tribal gaming disproportionately regulated

54 More regulated and enforced
 55 Yes. Attempt to have federal and state injunctive authority so state law changes to
 affect gaming would affect the compact, etc.
 56 Prop. 5, more stringent regulations, enacted to protect gaming and to let people
 know that tribe is honest
 57 No
 58 Develop new laws for growth
 58 Yes, NIGC issues bulletins, expand IGRA
 59 In other states, compact negotiations are discriminatory
 62 Title 31, NV maintains own control
 64 Same
 77 No
 78 No
 79 Yes, location of casino. Before, if the casino was not near a bingo hall, then the
 tribe couldn't own it. Now Tribe can own separate Casino facility.
 81 No
 82 No
 84 No
 85 NIGC playing a more active role (MICS), but illegal activities still possible,
 should do visits
 87 Indian gaming pressure from congress made rules more stringent, maybe because
 others were not regulated enough
 93 More national regulations, due to the proliferation of tribal gaming
 95 Adoption of MICS
 99 More strict, NIGC more involved, which is good
 100 Certain types of games not legal in state
 100 Limitations on table games and hours of operation
 100 No simulcasting at certain tracks
 103 No
 104 Federal government wants to impose new regulatory statutes or rescind existing
 ones that tribes have already adapted to.
 105 Affecting indian gaming....enemies of indian gaming
 106 Generation of fees for NIGC, for establishment of a regulatory body and staff,
 presence, etc. Bigger presence with explosion of Indian gaming and the
 perception of un-regulation.
 106 Provide checks and balances
 107 No
 108 Gaming commission regulations expanded
 108 State developed laws regarding the prosecution of gaming crimes
 109 No
 110 Before compacted, more games. Upon compact, limited games.
 110 IRS banking secrecy act 8/96. Suspicious transaction reporting this year.
 110 NIGC has become more involved. Prior, tribes were left alone to manage selves.
 111 Trying to tighten up.
 117 Better understanding of law
 118 More technical

118 There have been more laws geared towards Indian gaming rather than gaming in
 general
 121 No response
 122 MICS
 123 Federal MICS
 124 New rules for new products
 125 No
 127 No
 129 No
 130 No
 132 NIGC getting much more involved, more field reps, more spot checks, more into
 financial statements
 133 Gaming is new. Problems in some places, other ok.
 134 MICS. Regulations 6 in Nevada-trying to emulate the idea, state tries to pass
 them. Casino voluntarily adopted NIGC's-want to be as squeaky clean as
 possible.
 136 No
 138 Cracking down on background checks.

20. In your opinion, do the regulatory activities of the state exceed those provided for in the compact? Could you please give me some examples?

01 Not applicable
 02 Yes
 03 No, we have a waiver revision to petition for if too strict
 06 No comment
 07 Not applicable
 10 No, the state can't keep up with all of the regulations, they are too far behind.
 11 Not applicable
 13 No
 14 No
 15 No
 16 No
 17 No
 20 No
 25 Not applicable
 26 No
 27 Differing interpretations on what compact means. Define technical standards for
 gaming device
 28 Not applicable
 29 Privileged info
 32 For example, vendors are regulated more than they should be
 32 Yes, attempt to take greater role in machine compliance. Say they want to be
 there to see installation or testing on EPROM (computer chip) Compact says only
 state should receive paperwork, they do not have to test and approve themselves.
 32 Yes, the compact was poorly written

33 Not applicable
 36 No
 40 No
 47 No response
 48 Not applicable
 49 Not applicable
 51 No
 54 No
 55 Yes. At times, depending on interpretation of the compact, state thinks poker is a class III game, ignoring Federal law which says it is Class II. Therefore they are ignoring compact which states that state has no authority over Class II activities.
 56 Yes, tribe can regulate itself
 57 No
 58 No
 59 No
 62 No
 64 No
 77 Not at this time
 78 No
 79 Not applicable
 81 No
 82 No
 84 No
 85 Started off that way, but no longer
 87 No
 93 No
 95 No
 99 No
 100 No
 103 Not applicable
 104 No
 105 No
 106 No
 107 No
 108 Too extreme! Doubling of work. Tribe needs to be primary regulators; state needs to be a true oversight agency.
 109 No
 110 We won't let them, they try.
 111 No response
 117 No comment
 118 No
 118 Not applicable
 121 No response
 122 Not applicable
 123 No comment
 124 No

- 125 No
- 127 Not applicable
- 129 No
- 130 Don't know
- 132 Not applicable
- 133 Not applicable
- 134 At times. Currently, dispute over whether contracted CPA firm now has to be licensed.
- 136 No
- 138 Not applicable

21. Again, in your opinion, are there enforcement activities carried out which exceed the provisions of the compact? Could you please provide examples?

- 01 Not applicable
- 02 Background investigations and fingerprinting
- 03 Title 31
- 06 No
- 07 Not applicable
- 09 Yes, attempt to take greater role in machine compliance. Say they want to be there to see installation or testing on EPROM (computer chip). Compact says only state should receive paperwork, they do not have to test and approve themselves.
- 10 No
- 11 Not applicable
- 13 No
- 14 No
- 15 No
- 16 No
- 17 No
- 25 No
- 26 No
- 27 Yes certification of machines
- 28 Not applicable
- 29 No
- 32 No
- 33 Not applicable
- 36 No
- 40 No
- 47 No response
- 48 Not applicable
- 49 Not applicable
- 51 No
- 54 No
- 55 Yes. At times, depending on interpretation of the compact, state thinks poker is a class III game, ignoring Federal law which says it is Class II. Therefore they are

ignoring compact which states that state has no authority over Class II activities.

56 Yes, tribe can regulate itself

57 No

58 No

59 No

62 No

64 No

77 No

78 No

79 Not applicable

81 No

82 No

84 No

85 No

87 No

93 State focuses on small issues threatening establishments that they must comply or be shut down

95 No

99 No

100 No

103 Not applicable

104 No

105 No

106 No

107 No

108 Sometimes over zealous enforcing something they don't have a clear picture of, inexperience.

109 No

110 We won't let them, they try. Many battles with the state.

111 No response

117 No comment

118 No

118 Not applicable

121 No response

122 Not applicable

123 No

124 No

125 Yes, misclassifying Class 2 and Class 3

127 Not applicable

129 No

130 Don't know

132 Not applicable

133 Not applicable

134 No

136 No

138 Not applicable

22. Finally, over the past five years, what changes have you seen in the gaming industry's practices?

- 01 More regulations (tribal) because so many outlets now
- 02 No response
- 03 More awareness of gambling addiction
- 06 Increase in customers
- 07 Better training and education
- 09 Manufacturers catered to Las Vegas style games. Once the player started playing Different games in Indian Country, suddenly they embraced new products and Started putting them on the floor in Las Vegas – Change in style of game.
- 10 Have improved in all areas
- 10 Have learned more
- 10 Tribes have risen to a competitive level and better
- 10 Tribes help other tribes to get started
- 11 No response
- 14 Auditing processes getting better
- 14 Better at communicating experiences with other tribes/casinos
- 14 Indian gaming has become more conscious of security issues
- 15 Level of concern about problem gambling
- 16 Technology moving very fast
- 17 NIGC developed prototype for internal control manual.
- 17 Progressive machine companies taking percentage of revenue. NY and NV writing legislation against?
- 25 No response
- 26 Awareness of problem gambling and appropriate responses to it
- 26 Greater acknowledgement of the effectiveness of regulatory controls
- 27 None
- 28 Changed accounting procedures and payout
- 29 More customers
- 32 Casinos are getting bigger and larger
- 32 Gone from what people perceived as petty to a multi-million dollar industry
- 32 Industry continues to evolve in terms of new product mix. Traditionally
- 32 They are expanding to include hotels and convention centers like in Las Vegas
- 33 Become more professional, better service to professional
- 36 Varied video machines, more like a game than gambling device, more like entertainment
- 40 Machine companies receiving a share of revenue
- 47 More demand for supervision of expenditures by tribes
- 48 No response
- 49 More competitive
- 51 Rapid overall expansion with lack of qualified personnel
- 54 Consistency improved
- 55 This occurred because Industry feels it should influence the atmosphere of gaming so as to hamper Indian gaming from succeeding.
- 55 Yes, more political and influencing citizens of status, funding candidates.
- 56 More self regulation for tribes

56 No
 57 More diligence for underage gaming
 57 Training sophistication
 58 More advertising
 58 More professional
 58 Regulations being taken more seriously
 59 Technology, people want video games and machines with many games
 62 Anti-gaming demonstrations increasing
 62 Awareness of the issue is widespread
 62 Gaming more widely accepted. If regulated and controlled properly, people recognize the benefits
 62 More aware of addictive gaming. Company's are addressing, educational things
 62 Were designing towards family, now pulling back
 64 None
 77 Gaming on internet
 77 Laws are being outpaced by technology
 77 New technology
 77 Where does electronic gaming fit
 78 Home computer gaming
 78 Increase in amount of equipment
 78 More modern equipment
 78 New gaming experiences
 78 Technology
 79 New bingo halls, casinos popping up everywhere with not enough overflow. Not enough room for growth in respondent's particular area.
 79 Prop 5 made for marked increase in video gaming
 81 No
 82 Market saturation, competitiveness
 84 No
 85 No response
 87 More operations becoming highly competitive
 93 Become more exposed to the whole business community and their practices
 95 Expansion of industry, More money on regs
 99 Established self-controls
 99 Learned from experience
 99 Much more control
 100 Licensing takes longer
 100 Non-Indian mini casinos initiative
 100 Short staffed
 100 State passed law to expand number of tables in card rooms
 104 More stringent people being held accountable
 105 Market saturation, competitiveness
 105 Shift in family entertainment, them parks
 105 Tension between Indian and non-Indian gaming
 106 Grown, added hotels, etc.
 106 Novelty wore off and casino's fighting for market share

107 Technology, new things
 107 They've had to become competitive by doing things other than state gaming-hotels, entertainment
 108 Money is divided between Indian and Non-Indian gaming industry. Suppliers want to provide to Indian tribes but limited by state to compacted tribes
 108 Not a cooperative relationship, fight over money.
 108 Politics! State compacts negotiated in governor's office. When IGRA provided for a state to be involved in compacts, they gave the states a blank check
 109 Allowing more casino card rooms to open, doesn't seem to be a limit on that but it should be regulated because it saturates the market.
 110 Changes in slot machines, money handling, now coin free
 110 Coinless systems coming out. New tokenized system, multi-coin games, etc.
 110 Count processes and auditing are much more effective.
 110 Much more aggressive marketing
 110 Player loyalty, tracking play to reward, repeat business marketing.
 110 Technologies have grown. Much more to offer customer. More denominations, better mixes of games.
 111 Changes in games. Slot machines are video machines that pay out a ticket.
 117 Higher compliance
 117 Run much better
 117 Understand laws
 118 Expansion of technology
 118 More tribes in industry
 118 Regulations focussed on Indian gaming, not all gaming
 118 Some forms hard to regulate, internet
 121 No response
 122 No response
 123 Increase in clients
 124 Better quality machines
 124 Computerized
 124 Introduction of new products
 124 Modernized
 125 Better training
 125 More involvement in creating standard practices
 129 New games, industry is growing
 129 Popularity and acceptance
 130 Industry is growing adding amenities to make customer more satisfied
 130 More attractions to get people in
 132 Leading more into electronic gaming, getting away from what bingo is all about
 133 People growing more aware and where casinos are have impacted the area. Towns are active and full all the time, employment rate went up, stores, economy doing better. Welfare also; people who never worked are working. People are going back to school because GED is required for casino employment.
 134 Gaming is most regulated business ever, justifiably.
 134 Trend towards more concern and support for compulsive gamblers. Recognized responsibility to "addictions."

- 136 No
- 138 Have more freedom to choose what kind of machines wanted. (110 machines, 5 different types of machines).